



## SPEAKER'S BIO



### **JOHN GRAY**

**COMMISSIONER,  
FEDERAL MEDIATION AND CONCILIATION SERVICE**

FMCS Commissioner John Gray joined the Federal Mediation and Conciliation Service in June of 2011. Prior to his appointment with the FMCS, Mr. Gray was employed with the Ohio State Employment Relations Board (SERB), where he had worked as a labor relations mediator since 2006. During his successful tenure with SERB, Mr. Gray mediated labor contracts in the public sector as well as conducted various training programs (IBB, LMC, steward-supervisor, and conflict management) for the parties and facilitated numerous labor-management processes in the workplace.

Prior to his years of service as a state mediator, Mr. Gray served as the business manager and financial secretary of the International Union of Operating Engineers (IUOE) Local 20 for more than 12 years. In his capacity as the executive officer of IUOE Local 20, he was responsible for the daily operations of the local as well as serving as the union's chief spokesman for more than 120 labor agreements in the private and public sectors, including contracts falling under the Federal Service Contract Act. In addition to administering contracts, Mr. Gray was the union's chief advocate in arbitrations and presided over the adjudication of grievances. As an advocate, he was one of the founding members of the Ohio Health Care Trust, a wholly owned and operated health care plan developed by a coalition of Ohio and Michigan labor unions, created to provide health care alternatives for union members and their employers.

John is a graduate of Cincinnati State College with a degree in labor relations.